

KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Review Item:

KDE Employment Report

Applicable Statute or Regulation:

KRS Chapter 18A, KRS 156.017, House Bill 502 (Budget Bill-2000 General Assembly); executive order 96-612, House Bill 727 (1998 General Assembly)

History/Background:

Existing Policy. The Kentucky Board of Education authorized a minimum 10% minority employment goal for the Department of Education in 1994. In addition, effective July 1, 2004 the targeted hiring goal for minority employment in all state government was raised from 7.51% to 10% based on the 2000 census data for Kentucky.

The Department of Education's minority employment goal is consistent with the Kentucky state government goal and is designed to: 1) provide equal opportunities for recruitment and selection at all levels of the department; 2) mirror the student population of Kentucky's schools; and 3) provide for a multi-talented and diverse workforce that can provide quality leadership and professional services to local school district administrators, teachers, parents, students and citizens.

- The Kentucky Department of Education, as of the close of business, December 31, 2008, employed 610 full-time employees. (531 non-minority employees/87% and 79 minority employees/13.0%)
- The department's Frankfort-based full-time work force of 360 employees includes 308 non-minority employees/85.6% and 52 minority employees/14.4%.

During the two-month period from November 1, 2008 – December 31, 2008, there were:

- 13 appointments, 1 of whom was a minority employee
- 7 internal promotions
- 1 internal demotion
- 4 reclasses
- 21 separations from employment, 5 of whom were minority employees
 - 1 separation from a leadership position
 - 9 separations from professional positions, 1 of whom was a minority employee
 - 11 separations from support positions, 4 of whom were minority employees

During the two-month period from November 1, 2008 – December 31, 2008 there were:

- 15 positions for which interviews were scheduled
- 997 applicants who expressed an interest in, via self nomination, those positions
- 108 qualified candidates selected to interview for those positions by the supervisor/manager in the office/division and contacted by Human Resources

The following notations are designed to provide clarification for the preceding statistics:

- All KDE positions are advertised on the KDE website and all positions that require a merit register are posted on the Personnel Cabinet website for 10 days.
- KDE's internal policy requires an interview panel of a minimum of three (3) people, 1 of whom must be a minority, and a minimum of three candidates must be interviewed.
- KDE's hiring process is subject to and in compliance with Personnel Memo 08-18 that requires the employing agency to offer the opportunity to interview to a minimum of five (5) identified veterans listed on the certified register list. If there are fewer than five (5) identified veterans, then the employing agency shall offer an opportunity to interview to all identified veteran applicants.
- Per Personnel Memo 08-21, the Personnel Cabinet will no longer provide information pertaining to an applicant's race, gender, or national origin on the certified register list nor will this information be available on the candidate's application for employment. This is to ensure compliance with the Equal Employment Opportunity Commission (EEOC).
- A **contact** is defined as a phone call or e-mail, made by the Kentucky Department of Education – Division of Human Resources, requesting an individual, who has self-nominated, to interview.
- The Kentucky Department of Education receives certified registers from the Personnel Cabinet that contain applicants with no designated minority status.

The Kentucky Department of Education's hiring is currently subject to the restrictions issued by Governor Beshear's executive order 2008-011. This order implements a new process on how personnel actions will be requested by the agencies and approved by the Governor and the Secretary of the Personnel Cabinet.

The following notations are designed to provide clarification, for the report in its entirety:

- Full-Time Employee, for the purpose of this report, is defined as all KRS18A and all KRS161 employees.

- For the purpose of this report, **Leadership** is all non-graded, non-merit KBE/KDE employees; **Professional** reflects all positions, grade 15 and above, and **Support** includes all positions grade 14 and below.
- Appointments and separations are not mutually exclusive. As KDE employees are many times the successful candidates for positions, a single move may create a separation and an appointment. For the purpose of this report, a separation includes: resignations, retirements, dismissals, transfers out of KDE, and deaths.

Attached are two charts, one showing overall and minority employment by type of employment, bureau and office and the other showing minority employment historical data 1998-2008.

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